G. R. S. IX-5]

*Previous references.*

G. M 401-16
311

1918.
(E.A.G.)

File No. 285-18

Serial Nos. 1-6

*Later references.*

G. A. 285 Nos 7-9
" " Nos 10-11.
Ed 459-20 - 1,3,4,5,6,7.
" 6-24 (41.116.127)
Ed 12-25 - 13-28

Reserve
MK
6.11.63

# GENERAL AND REVENUE SECRETARIAT.

L 109-26-4.

G. G. 2-35, 3-7.
Ex. 51-39-1 & 2
Gr 6-40 (48851)
Ex 1103-41 / Serial Nos. 1-6

Part B for May 19.

SUBJECT.

Appointment of Probationers to the General Departments of the State.

G.O. No. 3433-42 dated 5th May 1919

Sanctions the appointment of 12 probationers for the year 1918-19

W D 1250—GPB—30,000 - 28-1-19

2

(For Disposal at a Meeting)

No. C. 725

26.3.....1919.

# GENERAL AND REVENUE SECRETARIAT.

## COUNCIL MATTER.

---

SUBJECT.

Appointment of Probationers to the Several Departments of the State.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,.

26th March 1919.

Chief Secretary to Government.

---

Extraordinary Member of Council.

First Member of Council. Opinion recorded

Second Member of Council. Opinion recorded 8.4.19

6037-173 7-4-19.

Temporary Member of Council. Opinion recorded

WD 2670—GPB—1,000—11-5-17.

12.30 13

G. R. S. [III-2]

General and Revenue Secretariat.

E.A.G. File No. 285 of 1918-19

Serial No.

From the Secretary to the Committee for the Selection of Probationers.

Letter No. 123 dt 27th February 1919

Intimates that the Committee have made a provisional selection of candidates at the meeting held on 21.2.19 & have arranged for interviews with them & that the final report will be submitted before the 15th March 1919.

Submitted. The time ~~fixed~~ for the submission of the Committee's recommendations was extended till the end of February 1919 in G.O. No. 2334 dt 1.2.19.

For pensal

1/3/19

5018 / 3.3.19.

Dewan

Pers U 4.3

1-3-19.

From the Chairman of the Committee for the Selection of Probationers. (1918-19)

Letter No. 127 dt 19.3.1919.

Submits the report ~~and~~ and the lists of Probationers selected by the Committee.

Submitted with previous files.

19-3-19

The Committee has recommended 16 ~~[illegible]~~ Candidates for the 16 places and has suggested 4 Candidates as reserve for selection, in case any of the 16 recommended

NOTE—Contn. sheet.

Serial No.

Vide flag W & Minute on Report

K. Krishna Iyengar's son-in-law is left for the orders of Govt.

~~Under~~ Out of the 16 appointments, 6 are proposed to be made from men in service already (2 of these six belong to backward Communities) 5 from backward Communities and the remaining 5 from Candidates who have passed the M.C.S Examn or have obtained distinctions in the University Examinations.

List I

List II

List III

flags X & Y.

The D. G. of Education has, in two minutes forwarded by the Committee, protested against the appointment of men already in service in his Dept, as Probationers, and offered certain general remarks against the rules contained in the 'Probationers' recruitment' G.O. of 2-1-1917. Incidentally he urges for the modification of Rule III (b) ~~of~~ in para 3 of that G.O. so as to require the appointment of a larger ~~num~~ proportion of Candidates from the Backward classes.

withdrawn the applications of 3 of such candidates

The points for orders are: —

(1) whether the distribution of the appointments among the 3 classes of Candidates made by the Committee may be approved ~~or else~~

NOTE—Contn. sheet.

3 5

Serial No.

(2) whether Mr. K. Krishna Iyengar's Son-in-law may be preferred ~~in lieu~~ to any of the Candidates in ~~the~~ List I?

(3) whether the cases of the 3 Candidates whose applications have been withdrawn by the D. G. E may be considered or not, and

flag X para 3 & para 12 of Report

(4) What order, if any, are needed on the general observation of the D. G. E.

To take the last point first:—

The rules of recruitment in general and the G. O of 2-1-1917 in particular are likely to require substantial alterations after Govt have considered the report of the "Backward Classes Committee", which will be received very shortly. It does not appear necessary to consider Mr Reddy's suggestions now, nor are they relevant ~~at present~~ in the present connection.

flag N

As regards ~~the 3~~ Point 3 supra

The candidates in questions are Nos 3, 4 & 5 in List I. Two of them Nos. 3 & 5 are proposed to be transferred to the Railway Dept as Probationers and No 4 is proposed as Probationer in the Education Dept itself.

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-8-18—S.

Serial No.

Paragraph 12 of the report deals with these cases. It is stated that the candidates are keen on getting the places the Committee recommend them.
In this second letter, Mr Reddy does not repeat his objection as regards no 4 of list I (Mr H. P. Narayana Rao) but protests against the transfer of the other two ~~who~~ to the Rly Dept. All the candidates are in grade 75-10-125 and candidates 3 & 5 will not immediately gain by the transfer monetarily. In fact no 5 (Mr Parameswaran) will even lose. But they prefer the new work.

Therefore the nominations of nos 3, 4 & 5 may probably be approved. ~~and of [illegible] nos 1, 2 to may be approved, unless it is Com~~

As regards point 1. (page 2)

Only 5 candidates are recommended under List II (Backward classes) and a sixth candidate has been added as reserve. As it is desirable to appoint ~~as~~ many of the deserving candidates of the Backward classes as are available and as 6 candidates are proposed under List I, if

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat.

Edy File No. 285 of 1918.

Serial No.

appears reasonable to appoint 6 men under List II also, leaving only 4 for List III. Further the ~~first~~ fifth Candidate in List III (though an L.T) has not higher distinction in his B.A. than the reserve Candidate in List II (and he has since been appointed on 75-10-125) ~~Status~~ It is a point for Consideration whether No 6 in List II (Mr K.V. Ranjappa) a Devanga, may not be appointed a Probationer in the Edn Dept in preference to No 5 in List III (Mr A.N. Narasimhappa).

Point No 2 above (Devanga) is for ~~Orders~~ Order.

The other Candidates objected to by Mr Reddy are ~~in~~ the reserve in List I and their cases do not appear to require Consideration.

Sub for orders

The committee recommend in para: 13 of their report that in future, selections may be made immediately after University results are published. This will be noted for attention whether the next committee is appointed.

20-3-19.

Chief Secy

Certain recommendations of the Agent Mysore ~~State~~ Railways about the selection of candidates for Traffic Probationers are placed in the linked file. The report of the Committee is silent on those matters. The Agent's letter is for orders

Ans 22-3-19.

Chief Secy

Flag P.

Vide Flag P page 2

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-8-18—S.

**CONFIDENTIAL.**

8

SUBJECT: Appointment of Probationers Office Notes pages 6 to 11.

| No. | Date of opening | Signature of officer opening and closing | Remarks |
|---|---|---|---|
| | | | |

G. R. S. III-2]

General and Revenue Secretariat.

E&A File No. 285 of 1918.

Serial No.

12 The file may be circulated & considered at a meeting of Council.

Decision

sd/-
22/3/19

13 May be circulated. –
If one of the members of C will bring
forward the whole case –
& record notes, that may be
the basis of discussion of

sd/-

C.S.

14 Circulate

sd/-
25/3/19

15 I have gone through this list.
The probationers seem to have been
carefully made and are in order.

16 As regards the protest made by
Mr Reddy, I think he is perfectly
right. I was a member of this Committee
for the selection of probationers for the
year 1917 & the appt of probationers
from the Education Department
Department caused a lot of discontent.
It seems to me that the rules require

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-8-18—S.

Serial No.

revision. Probationers are selected as in certain departments direct recruitment to the subordinate service is desirable as it is calculated to bring into service men of ability & character uncontaminated by service in lower ranks. This object is frustrated when recruitment is to be made from the ranks of the specialists who are already in Govt service. Further the men so selected are moved up in the lower ranks and no separate cadre is created for them. This obstructs the regular flow of promotions in the subordinate ranks. No selection need be made from the Consch. dept. the classes mentioned in clause 3 iii as persons not by no means are not mechanically qualified and this causes a lot of confusion. The wording of clause 3, iii b is not clear and it is difficult to make out what the intention of the provision saying that what one kind of appt. should be made with the object of equalising the representation of different communities. The word 'equalising' is not a happy expression.

As regards the pick-and

17

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | File No. | of 191 .

Serial No.

classes, I think the selection is fair. But the important communities of Vokkaliga and Lingayats are unrepresented. There is only one Vokkaliga applicant in Pulla Swamy B.A. He is in the forest service in the Cooperative dept. He may be appointed Wheel Inspector in place of Rajappala Char. Mr Bhoopa B.A.B.L is a Lingayat candidate. He is an Inspector of Police in Bangalore and has been recommended for the post. He will not be hampered in any way by his appt as a probationer.

[illegible]
4/4/19

14 The recommendations made by the Com. appear to me to be fair & reasonable & as such I have no remarks to offer on this point. But I may say that the policy of appointing men in service as Prob. does not appear to me to be sound, & certainly not one in the interests of departmental discipline. In making this observation I am supported by the

NOTE—Contn. sheet.

by the experience gained as the head of two large departments viz Rev. & Excise. To my mind it opens the back door to appointments to which the candidates would probably not have found an entry to the front door, and the effect of this cannot but be demoralising.

Rel
8.6.19.

19 The recommendations of the Committee may be accepted as a whole, there being nothing to show that the selection is ~~[illegible]~~ unsuitable.

20 I do not know that the head of a Dept is justified in withdrawing the applications of candidates of his dept, but in view of the representation made by him as to the undesirability of appointing any probationers for the Rev. Dept, a representation which has some force — none need be assigned for the Rev. Dept. Either the total number of probationers may be correspondingly reduced (that is to say



WD A 1769—GPB—60,000—20-8-18—S.

G. R. S. III-2]

General and Revenue Secretariat. | File No. | of 191 .

Serial No.

by 4), or the most capable of the men selected from the 2nd dept may be appt^d to other depts.

21 It seems desirable to keep the question of altering the Rules distinct from the matter of selection under the Rules as they stand at present. The one relates to the future, & the other to the present.

22 The case of Mr K. Krishna Iyengar son-in-law may be favourably considered if a place can be found.

10.4.19

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

c. 725 11 13

Extract from the Proceedings of the 486th Meeting of the Council of His Highness the Maharaja, held at Bangalore on the 12th April 1919

---

3. Subject.-Clause xii of the Schedule.

Appointment of Probationers to the several Departments of the State.

Opinion of the Council.

The Council considers that twelve probationers may be appointed instead of sixteen as laid down in the Government Order of ~~December~~ November 1918, two appointments being reduced in each of the Railway and the Education

[Note. The whole scheme of Probationerships may be reviewed after six months.]

Education Departments.

(x)

Eleven persons recommended by the Committee may be appointed and Mr. Venkatarangam (son-in-law of Mr. K. Krishna Iyengar) may be selected for the 12th place.

(x)

| | | | |
|---|---|---|---|
| 1. Mr. Ramachandra Rao Bhombore | - | Revenue Department. | |
| 2. Mr. K. Seetharama Chetty | - | Gardens | do. |
| 3. Mr. Rajagopala Rao | - | Railways | do. |
| 4. Mr. Venkatarangam | - | Revenue | do. |
| 5. Mr. Balakrishnaiya | - | Revenue | do. |
| 6. Mr. K. Rangasaniengar | - | Railways | do. |
| 7. Mr. H.P.Narayan Rao | - | Education | do. |
| 8. Mr. Sripadacharya | - | Education | do. |
| 9. Mr. Purnasingh | - | Excise | do. |
| 10. Mr. Abdulkhadar | - | Finance | do. |
| 11. Mr. Nagakumariah | - | Finance | do. |
| 12. Mr. S. Tirumalachar | - | Press | |

Sd. A.R. Banerji
offg: Dewan of Mysore

Extract

C.S. Balasundaramiyar
Chief Secretary to Govt.

13 15

G. R. S. III-2

General and Revenue Secretariat.

File No. C 725 of 191 .

Serial No.

C.725

To the Under Secretary, (E.A) Branch —, for kindly putting up a Draft Submission Note.

14/4/49

Recd 15.4.49.

D. S. N. Sub^d

Chief Sec^y

Dewan

16-4-49.

16/4/49

It has been circulated to the Extraordinary members - why? I am ready. Cop upholds decision 17.4

NOTE—Contn. sheet

14 16

# Submitted to His Highness.

Flag H.

As authorised in His Highness' order dated the 5th November 1918, a Committee was appointed for the selection of 16 probationers for the upper subordinates of the following departments:-

| | | |
|---|---|---|
| Finance and Accounts | .. | 2. |
| Revenue .. | .. | 3. |
| Excise .. | .. | 1. |
| Education .. | .. | 4. |
| Railways (Traffic and Accounts) | .. | 4. |
| Government Gardens | .. | 1. |
| Government Press | .. | 1. |

Paper under disposal.

2. The Committee have now submitted their proposals recommending the appointment of six candidates from among those already in Government service, five from among candidates belonging to communities not sufficiently represented in the public service and five from among those who have passed the Mysore Civil Service Examination or obtained distinction in the University Examinations. They have also forwarded two notes by the Inspector General of Education protesting against the appointment as Probationers of men already in service, pointing out that the present classification of candidates is not logical, the classes not being mutually exclusive, and urging certain modifications in the rules prescribed in Government Order No. G.9060-9102-G.M.401-16-1 dated the 2nd January 1917 for the selection of probationers, so as to secure the appointment of a larger proportion of candidates from communities not sufficiently represented in the public service.

Flags X & P.

Flag N.

3. The Agent, Mysore Railways, has also in this connection proposed the appointment of 2 men in his Department as probationers in preference to new recruits.

4. The Report was at first circulated among the Members of Council all of whom consider that the selections have been carefully made by the Committee and are in order. They generally agree also that the appointment as probationers of men already in service is not free from objection. The Temporary Member of Council further supports the contention of the Inspector General of Education in regard to the need for a revision of the rules, while the First Member of Council suggests that the question of altering the rules may be kept distinct from that of making selections under the rules as they stand at present. The Temporary Member has also suggested the appointment of one Mr. Puttuswamiah as Railway Probationer.

Para 21 of the Notes

Para 17

5. The matter was considered at the Council meeting on the 12th April when the following resolution was recorded:-

"The Council considers that twelve probationers may be appointed instead of sixteen as laid down in the Government Order of November 1918, two appointments being reduced in each of the Railway and the Education Departments.

16 18

Eleven persons recommended by the Committee may be appointed and Mr.Venkatarangam (son-in-law of Mr.K.Krishna Iyengar) may be selected for the 12th place.

| Name of candidate. | Department. |
|---|---|
| 1. Mr.Ramachandra Rao Bhombore. | Revenue. |
| 2. " K.Seetharama Chetty. | Gardens. |
| 3. " Rajagopala Rao. .. | Railways. |
| 4. " Venkatarangam .. | Revenue. |
| 5. " Balakrishnayya .. | Revenue. |
| 6. " K.Rangaswami Iyengar.. | Railways. |
| 7. " H.P.Narayana Rao. .. | Education. |
| 8. " Sripadacharya. .. | Education. |
| 9. " Purna Singh .. | Excise. |
| 10. " Abdul Khadir .. | Finance. |
| 11. " Nagakumariah .. | Finance. |
| 12. " B.Tirumalachar. .. | Press. |

Note. The whole scheme of probationerships may be reviewed after six months".

6. Six of the candidates (1, 2, 5, 9, 10 & 11) belong to classes not sufficiently represented in the Public Service, and Mr. Venkatarangam is the candidate referred in the Huzur Secretary's memorandum No.448 dated the 5th January 1919.

7. The rules relating to the recruitment of probationers will be re-examined along with all other rules of recruitment as soon as the report of the Committee for the adequate representation of backward communities in the public service is received.

8. I beg that the recommendation of the Council above quoted may be graciously approved.

17th April 1919.

17.4.19

17. 19

**Record of Cases submitted for the Orders of His Highness the Maharaja.**

142
17.4.19

## *Subject.*

Selection of Probationers for the different Departments of the State.

1092

## *Order.*

~~KRWS~~
18/4/19

Chief secy.
Please bring up the question of reconsidering the whole scheme in next
194

G. R. S. III-2]

C. 725 18 20

General and Revenue Secretariat.

File No. of 191 .

Serial No.

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of (*) His Highness' orders before ~~after~~ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure).

Chief Secretary to Govt.

Through the Secretary to Government,

..... ..... .....Department.

1293
19.4.19

FIRST MEMBER OF COUNCIL

6385-161
21.4.19

SECOND MEMBER OF COUNCIL

22.4.19.

TEMPORARY MEMBER OF COUNCIL.

24/4/19

Draft Sub d

NOTE.—Contn. sheet

WD 1578—GPB—500—4-3-19

Chief Secy

21

G. R. S. 12]

General and Revenue Secretariat.

E&G File No. 285 of 1918. 19

Serial No.

Draft submd for approval before issue -

Dewan) 29/4/19

Approved

30.4

Issue

2/5/19

H. H. has approved the proposal. Draft form communicating Orders

6.5.19

7.5.19

Communicated vide No. H 5923 9/7/18

8.5.19

H 2497-18

The order is silent about the provision in the budget to meet the pay of the Probationers

Will be considered separately on supply of a copy for copy

7/5

G.O. No. 3433-42 dated the 5th May 1919, Sanctions the appointments of 12 probationers for the year 1918-19.

B

NOTE—Contn. sheet.

GPB—70,000—17-12-15

Fr. 71. 71. 854
6.1.19.

22

THE PALACE,
MYSORE.

5th January 1919.

HUZUR SECRETARY MYSORE

Chief secy, maybe brought in Council - with Mr. Krishna Iyengar's letter 448 V.T.

Sd/ 6/1/19

Secy to Government
Notification committee for consideration.

Sd/ 6.1.19

Please note specially
Mor 6.1.19

Letter dated 4th January 1919 from Rao Bahadur Mr.K.Krishna Iyengar, Chief Engineer on Special duty, Cauvery Valley Irrigation, on behalf of his son-in-law Mr.T. Venkatarangam, is forwarded, with compliments, to the Dewan of Mysore, Bangalore, for favour of consideration.

By Order,
Muzu M. Ismail
Huzur Secretary.

93

CONFIDENTIAL

D.O. No.14.
P.

Secy Prof. Sela Cm please bring up at next meeting appl interviews.

EDUCATION OFFICE,
BANGALORE.
27th February 1919.

My dear Sir,

In regard to the selection of Probationers this year, I beg to represent a few matters of both departmental and general interest.

From the list of candidates it will be seen that so far as the Education Department is concerned, at any rate, there is not the least prospect of infusing any fresh blood or of attracting new men of exceptional talents. The three most favoured candidates Mr. Rajagopala Rao, Mr. H.P. Narayana Rao and Mr. Parameswaran are already in grade 75-10-135. Mr. Rajagopala Rao was in grade 50-4-70 only a year ago and in view of his L.T. qualifications he has been given very rapid promotion. Mr. H.P. Narayana Rao is an Honours' graduate and he is in grade 75-10-135 while there are other Honours' graduates who are only getting a fixed salary of Rs.75. Mr. Parameswaran is a brilliant man and he has been recommended for the maximum pay in grade 75-10-135 in view of the heavy work he has to do at Mysore.

Putting these men as Probationers will not only not mean any acquisition or strength to the Department but may cause discontent in others who are getting a fixed pay and who are of similar qualifications.

It was suggested by the Committee that in place of these, in case they decline or are withdrawn, the following might be appointed:-

Messrs. Jayatirthachar,
Thirumalai and
S. Ramachandrachar.

Messrs. Thirumalai and S. Ramachandrachar, both Honours' men are getting Rs.75 and there is a proposal to Government to put them

in

in grade 75-10-125. Mr. Jayathirthachar is only an ordinary graduate. He is not even a first-class ordinary graduate, I believe. He is getting Rs.50 and it is intended to give him on a suitable vacancy Rs.70 in grade 50-4-70, as he has done fairly good work. Even this departmental promotion may cause some discontent in the Department. But in my humble judgment choosing a man who is already there and getting Rs.50, as a Probationer is sure to create a good deal of discontent in the Department.

Last year soon after the Probationerships were announced any number of representations were made to the Department complaining of injustice done to other people who were not chosen and since by means of these Probationerships we are not getting fresh men but only giving promotions involving supersessions to men already in service, no very useful purpose seems to be served so far as the State is concerned though some good of a kind not free from a certain amount of invidiousness may be done to individuals.

In regard to the Education Department according to the existing practice Honours men and others possessing high academic qualifications are started on Rs.75/-; B.A.L.T.'s and M.A., L.T.'s in exceptional cases are given a higher initial pay, but as far as possible without superseding men already in service, that is to say, by means of allowances which will be absorbed as increments accrue. The Department has been pulling on quite satisfactorily under this system. I wish to reiterate what I communicated to Government last year in my D.O./P. No.3 dated 9th April 1918, extract from which is given below:-

"I venture to add that the appointment of Probationers on Rs.100 does not seem to be necessary for the proper staffing of this Department. A few months ago, some persons already in the service and getting only Rs.75/- were appointed as Probationers

This

This has caused considerable dissatisfaction in the service. For it meant the superseding of a large number of people who were doing good work. Some of these possess distinctly higher qualifications than the men thus preferred. It seems to me that the probationerships cannot be justified except for the purpose of bringing in newly very capable men whom it would not be proper to start on less than Rs.100/- a month. Giving a man already getting Rs.75/- Rs. 100/- a month does not materially conduce to increased efficiency. Giving a higher start for M.A.'s, M.A., L.T.'s, or candidates whose educational career has been of a distinguished character is possible under the existing circumstances without recourse to the expedient of Probationerships. For instance there is the Rs.75-10-125 grade in which, as has sometimes happened, capable candidates were given a start of Rs.100/-. - Still better men have been preferred for the grade of Rs.150/-. I may add that the Philosophy Tutor in the Maharaja's College who has been elevated to Rs.100 is, to my knowledge, rather an inferior teacher and certainly not better than, say, Mr. Krishniengar of the Maharaja's High School who is an M.A., and author of one of the best small books in Indian History we have in Kanarese. - I hope I shall be pardoned for presenting these facts plainly to Government, but it does seem to me to judge by what has happened this year that the probationerships are the cause of much discontent and disturbance and are of very little good for promoting efficiency."

In forwarding the applications I was under the impression that I had no option except to forward, but since I understand from you that applications could be withdrawn by the head of the Department in case he could not spare the services of the members of the staff concerned, I beg formally to withdraw the applications of Nos. 51, 52 & 53.

In regard to the rules I beg to place on record one or two observations for inclusion in the proceedings:--

Item (iii) under clause (3) requires further elucidation. Sub section (b) reserves 1/3 of the appointments to communities not sufficiently represented in the services with the object of equalizing their representation with that of other communities. The logic of this is not clear. Unless the existing ratios of representation are given it is impossible to determine whether reservation of about 1/3 would secure the equalization or even reduce the inequality in any degree. It is quite conceivable that under certain circumstances a reservation of about 1/3 may increase the disparity. If equalizing has any meaning it can only denote either

(1) equalization as between the well represented and the ill represented communities, or

(2) at least a reduction, progressive in character, of such inequality with a view to achieve equality in the future.

Neither of these objects could be conserved unless the present ratios of representation in the grades concerned are taken into consideration. As matters stand the reservation under discussion is not helpful and may easily become misleading.

It is not clear whether (a), (c) and (d) under item ii of clause (3) are mutually exclusive categories though the wording seems to imply such exclusion. But candidates under (a) may also happen to be candidates under (b), or (c), or (d). There would be also a tendency to make (a), (b) & (c) exclusive of (d) which would seriously affect the interests which are sought to be conserved by (d).

Considering the various nature of the services to which Probationers ought to be chosen and the number of Probationers appointed, which has sometimes reached so many as 36 in a year the insistence on graduation does not seem to be desirable as it leaves out of account special aptitudes not covered by an

academic career and more important to the particular function concerned and as it may tend to nullify the intention of sub-section (b) under item (iii) clause 3 in the existing circumstances of grave inequalities in regard to the spread of education.

If you think that this note can be made use of in any representation that in the interests of the State service you as the Chairman could make, I would deem it an honour to have been of some help to you in this matter.

Yours sincerely,

C. R. Reddy

J.S.Chakravarti, Esq.,
Chairman, Education Committee,
BANGALORE.

D1230

28

No. 123.

General and Revenue Secretariat,

Dated, Bangalore, the 27th February 1919

GEN. & REV. SECRETARIAT
VIII
& AUDIT.
1- MAR 1919

From

G. B. Heblikar, Esq., B.A., LL.B.,

Secretary to the Committee for the Selection of Probationers,

Bangalore.

To

C. S. Balasundaram Iyer, Esq., B.A.,

Chief Secretary to Government of His Highness the Maharaja of Mysore.

S i r,

With reference to Government Order No.1334-1389 E.A.G. 285 dated 11th November 1918 sanctioning the appointment of sixteen probationers to the Gazetted and upper Subordinate ranks, I am directed to state that the Committee of Selection have made a provisional selection at the meeting held on the 21st instant and have arranged for an interview with the approved candidates on Monday the 3rd March 1919, and that a report in the matter containing the names of the candidates selected finally together with the observations of the Committee will be sent to Government, before the 15th March 1919.

I have the honour to be,

Sir,

Your most obedient servant,

G B Heblikar

Secretary to the Committee.

CONFIDENTIAL.

Office of the Inspector General of
Education in Mysore,
BANGALORE, 18th March 1919.

APPOINTMENT OF PROBATIONERS.

-o:O:o-

MEMORANDUM.

In returning the papers I beg to submit the following note for the information of Government.

(1) It would be a pity to take away Mr. C. Rajagopal Rao, B.A., L.T., from the Educational Line in which he has been for the last six or seven years. He is an L.T. Orders appointing him as Assistant Inspector of Education permanently in grade Rs.75-10-125 are under issue.

(2) Mr. N. Parameswaran is a good teacher who was also Tutor in the Central College. If he did not want a place in the Education Department he ought not to have joined it. Having done so to secure a footing in the Mysore Service, he ought not to use it as a jumping off ground for other Departments which in my opinion has an undesirable effect on the morale of our officers. If he did not know his mind three years ago there is no reason to believe that he knows it better to-day, and in my humble judgment unless men are made to feel settled in the lines they have chosen and there is no premium put on using the Department in which they obtain a footing as levers for pulling themselves up to any and every branch in the State, neither specialisation nor steadiness could be expected.

It may be mentioned that Mr. Parameswaran has been

recommended for the maximum of his grade which however Government have not approved. The Department is requesting a reconsideration of their decision.

(3) Mr. R.K. Jayathirthachar has joined service on Rs.50-4-70. Orders are under issue giving him a permanent place and recommending him for the maximum of his grade. If men like this candidate who have taken service in a certain grade are promoted over their seniors much discontent will be caused. The treatment accorded to him in the Department has not been wanting in generosity.

Remove in bill

(4) Mr. Ramachandrachar. I may here remark once for all that the temporary tenure of office of these candidates is due to the fact that Government have treated the Entrance Grade staff as temporary. Proposals are before Government for making these permanent and giving all of them the grade of Rs.75-10-125.

No 5 in List III

(5) Mr. A.L. Narasimhaiya. Orders are issued appointing him Assistant Inspector in grade Rs.75-10-125.

With these few remarks and respectfully inviting the kind attention of Government to my letter which the Chairman has been kind enough to enclose, I beg to subscribe to the proceedings.

C R Reddy

Inspector General of Education.

TNR.

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no. 127
Encls. 3 Statements.
3 letters. (viz) No. no 14 d 27.2.19 from Mr. C. R. Reddy.
(4)
(2) 448/1 d. 5.1.19 from the Hon'ble Secy.
(3) Memorandum from Mr. C. R. Reddy d 18.3.19.

No.

From

Rajamantrapravina Diwan Bahadur
J. S. Chakravarti, Esq., M.A., F.R.A.S., &c.,

Financial Secretary to Government &
Chairman, Probationers Selection Committee,

To

C. S. Balasundaram Iyer, Esq., B.A.,

Chief Secretary to Government,

B A N G A L O R E.

Dated, Bangalore, the 19 th March 1919.

S i r,

With reference to the Government Order No. 1334-1389/E.A.G.285 dated the 11th November 1918 -- appointing a Committee under my Chairmanship for the selection of 16 probationers, I have the honour to submit the following report.

2. The Inspector-General of Police was appointed in the order referred to above as a member of the Committee. Mr. Humza Hussain, however, wrote to me, on the 17th January 1919, that he would not be able to serve on the Committee. He said that Government intended to appoint another member in his place but no intimation has been received from Government to that effect.

3. According to the prescribed procedure a detailed prospectus was issued calling for applications from eligible candidates. The detailed notice was published in the issues of the Mysore Gazette dated the 21st November, 28th November and 5th December 1918. Brief notice inviting attention to the prospectus published

published was also issued in newspapers as noted in the margin.

| |
|---|
| 'The Daily Post', 'The Madras Mail', 'The Times of India', 'The Hindu' 'The Karnataka' & 'The Mysore Patriot'. |

4. In response to these notices, 123 applications were received. Some applications being incomplete, steps were taken to complete them by addressing the candidates to furnish the necessary information or document as the case might be.

5. The following lists were prepared and circulated to the members of the Committee for facilitating the work of the selection:

(i) Candidates who are already in Government service and possess high qualifications or special merit.

(ii) Candidates belonging to communities that are not sufficiently represented in - Government service.

(iii) Candidates who have passed the Mysore -- Civil Service Examination or obtained University distinction.

A note drawn up by the Chairman explainig the principles and method of selection and formulating tentative proposals was also circulated to serve as the basis of discussion.

6. The Committee met three times on the dates noted in the margin. Mr. Reddy was not able to be present at the last two meetings, on one occasion on account of ill health and on the other occasion - on account of absence from Bangalore.

| |
|---|
| 21st February 1919. |
| 3rd March 1919. |
| 6th March 1919. |

7. At the second meeting held on the 3rd March 1919, the Committee interviewed the candidates who had been provisionally selected at the first meeting. One candidate was sent for and interviewed at the last meeting, namely Mr. Abdul Khadir.

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8. The Committee have selected six candidates from graduates already in Government service, five - from candidates belonging to communities not adequately represented in the service and five from the passed lists of the Civil Service and the University Degree examinations. This is in accordance with para 3(iii) of the Government Order No. G.9060-9102/G.M.401-16-1 dated the 2nd January 1917. As two of the candidates selected from graduates in Government service belong to backward classes, seven out of the sixteen candidates selected belong to backward communities.

9. The names of the candidates selected by the Committee are given in the three statements appended to this letter. The names of one or more candidates are entered at the foot of each statement with the word 'Reserve' in the penultimate column. These are the most deserving amongst the candidates of the respective classes who have not been included in the Committee's list from whom in the Committee's opinion, -- selections may be made if for any reason any persons included in the list are not appointed.

10. The departments to which the selected candidates may be posted have been settled on full consideration by the Committee after ascertaining their personal inclinations.

11. Mr. Reddy brought forward before the Committee some points relating to the principles underlying the Government Order of the 2nd January 1917. These views he has embodied in a letter which is attached hereto - for such action as Government might deem necessary.

12. In his letter referred to above, Mr. Reddy has formally withdrawn the applications of the following

following three candidates belonging to his department:

1. Mr. C. Rajagopala Rao.
2. ,, H. P. Narayana Rao.
3. ,, N. Parameswaran.

The candidates themselves, however, at the interview -- expressed their eagerness to be appointed probationers -- some because they wanted to be employed in departments other than the Education Department and others because they thought that they would secure a permanent footing sooner and may improve their prospects by being appointed probationers. The candidates had been sent for for interview before Mr. Reddy's letter withdrawing their -- applications was received. In these circumstances, it rests with Government either to appoint these candidates as probationers or not just as they may think fit. If they are not appointed, others whose names are mentioned at the foot of the lists may be appointed in their places. I beg to invite a reference to the Huzur Secretary's endorsement No. 448/1, dated the 5th January 1919, forwarding a letter from Mr. Krishna Iyengar recommending the case of his son-in-law Mr. T.Venkatarangam. This young man is quite eligible for a probationer's place but the Committee could not include his name in the list prepared by them. It rests with Government to appoint this --- young man to a suitable appointment in the Revenue Department if they think fit.

13. In the opinion of the Committee selections may in future be made immediately after the results of the Mysore and Madras University B.A. Examinations are published.

14. In conclusion, I beg to say that the members of the Committee are unanimous as regards the selections

made

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made and there is no difference of opinion amongst them in this matter. Mr. Reddy has however recorded a memorandum on the undesirability of appointing probationers from amongst the men of the Education Department which is enclosed in original for the consideration of Government.

Flag P.

I have the honour to be,

S i r,

Your most obedient servant,

Chakravarti

Financial Secretary, & Chairman,
Probationers Selection Committee.

Statement No. I shewing the names of candidates selected from persons who are already in Government service and who have taken at least two degrees or graduated with Honours or passed in the two second classes (one being English) under the old Regulations or in the First class under the new Regulations.

| Serial No. | Registered No. | Name of candidate. | Age. | Qualification. | Selected under what provision of G.O. of 2-1-1917. | Facts elicited at the interview. | Opinion of the Committee. | Remarks |
|---|---|---|---|---|---|---|---|---|
| 1. | 1. | R.Ramachandra Rao Bhombore | 25. | B.A., His. and Econ. Parts I & II, 2nd class | Para 3(iii) (a) | Is now getting Rs.50/- as a temporary Clerk in the General & Revenue Secretariat. He prefers Revenue. | Revenue. | Tailor by caste. |
| 2. | 15. | M.K.Seetharamachetty. | 26. | L.Ag. degree Entomology 1st class. Botany 2nd class. | Para 3(iii) (a) | Is now chief Horticultural Instructor (temporary) on Rs.70/-. He was started on Rs. 50/- three years ago. He has read up to School Final and obtained certificate. He wants Gardens Department. | Gardens. | Vaisya by caste. |
| 3. | 51. | C.Rajagopala Rao | 28. | B.A., L.T. Eng. 2nd class Kan. 2nd ,, Math. 3rd ,, | Para 3(iii) (a) | Is now a teacher in the Collegiate High School. Is now sub-pro-tem on Rs. 75-10-125 and gets Rs.75. Is prepared to go to the Railway Department on Rs.75 (to be confirmed on Rs.100 after two years.) | Railways. | |
| 4. | 52. | H.P.Narayan Rao | 27. | B.A. (Hons.) His. & Econ. 2nd class. | Para 3(iii) (a) | Is a Lecturer in Mysore Collegiate High School on Rs.75-10-125 grade temporary. Present pay is Rs.75. He wants a Probationer's place in Education, Revenue or Railway Department. | Education. | X |
| 5. | 53. | N.Parameswaran | 23. | B.A. (Hons.) M.C.S. 12/17. Pt.I, 2nd class Pt.II, Phy.Sc. 1st class. | Para 3(iii) (a) (c) | Is now in Maharaja's Collegiate High School getting Rs.75 temporary on Rs.75-10-125. He wants a Probationer's place in the Railway or Revenue Department (as he wants executive and active work.) He does not want a place in the Education Department. | Railways. | |
| 6. | 111. | K.Anantapadmanabhaiya | 33. | B.A., LL.B. | Para 3(iii) (a) | He wants Revenue Department. | Revenue. | |
| 7. | 40. | R.K.Jayatirthachar | 21. | B.A. M.C.S. 17/17. Parts I & II 2nd class. (Mathematics). | Para 3(iii) (a) & (c) | Is now a School Master on Rs.54 on Rs.50-5-70 (temporary) in Shimoga High School. He is a Mathematics graduate. He wants Revenue, Education, or any other department. | (Reserve.) | |
| 8. | | S.Ramachandrachar. | 25. | B.A.(Hons.) His. & Econ. 3rd class. | Para 3(iii) (a) | Is now employed in the Education Department on Rs.75 (temporary). He wants Revenue, Education or any other department. | (Reserve.) | |

S Mitchelkar

Statement No. III shewing the names of candidates selected from persons who have passed the Mysore Civil Service Examination or obtained University distinction.

| Serial No. | Registered No. | Name of candidate. | Age. | Qualification. | Selected under what provision of G.O. of 2nd Jany. 17. | Facts elicited at the interview. | Opinion of the Committee | Remarks |
|---|---|---|---|---|---|---|---|---|
| 1. | 43. | K.Sripadacharya | 23 | B.A. Part I - II class. Part II- Sans. & Kan. I class | Para 3(iii) (c) | Is now employed temporarily as Teacher in Anantapur Municipal High School on Rs.70/- and is willing to take a Probationer's place in the Education or Revenue Department. | Education. | |
| 2. | 16. | K.Rangaswamy Iyengar. | 21 | B.A. Parts I & II, History and Economics II class. M.C.S. 13/17. | Para 3(iii) (c) | Is studying for Law and wants Railway or Revenue Department. | Railways. | |
| 3. | 85. | B.Tirumalachar | 22 | B.A.(Hons.) His. & Econ. II class. M.C.S. 10/17. | Para 3(iii) (c) | Is studying for Law. He wants Railway Press, Revenue, or Excise Department and does not want Gardens Department. | P r e s s. | |
| 4. | 107. | K.V.Subba Rao | 24 | B.A.,M.A.(Hons) Zoology & Botany. M.C.S. 16/17 | Para 3(iii) (c) | A b s e n t. | Education. | |
| 5. | 113. | A.N.Narasimhaiya | 26 | B.A., L.T. Parts I & II 2nd class. His + Econ | Para 3(iii) (c) | Is now a teacher on Rs.90/- in St. Joseph's College. He wants a Probationer's place in the Education Department. | Education. | |
| 6. | 13. | R.A.Narayan | 24 | B.A.(Hons.) Zoology and Botany 3rd class. | Para 3(iii) (c) | ~~Is studying for Law. Wants Revenue~~ Finance or Railways Department. | (Reserve.) | |

G.Bhatkar

Statement No. II shewing the names of candidates selected from persons belonging to communities that are not sufficiently represented in Government service.

| Serial No. | Registered No. | Name of candidate. | Age. | Qualification. | Selected under what provision of G.O. of 2-1-1917. | Facts elicited at the interview. | Opinion of the Committee. | Remarks. |
|---|---|---|---|---|---|---|---|---|
| 1. | 20. | N. Balakrishnaiya | 23. | B.A., Parts I and II, His. and Econ. 2nd class. | Para 3(iii) (b) | Is supposed to be studying for LL.B. He wants a Probationer's place for Revenue Department and is not willing to go to any other. | Revenue. | Balajiga by caste. |
| 2. | 44. | B. Purna Singh | 26. | B.A., LL.B. Parts I & II His. & Econ. 2nd class. | Para 3(iii) (b) | Is practising as a Lawyer at Chitaldrug for the last two months. He wants Revenue probationership. If not, Excise or any other. Does not want Press Department. | Excise. | Rajput. |
| 3. | 91. | Abdul Khadir | 23. | B.A. Pol.Econ. and Philosophy. 3rd class. | Para 3(iii) (b) | Said that he was an Allahabad University graduate from the Aligarh College and that no near relation of his was in the service of Mysore Government. | Finance. | Mahomeddan. |
| 4. | 84. | T.C.Nagakumaraiya | 27. | B.A. Eng. 3rd class Sans. do. Phy.Sc. do. | Para 3(iii) (b) | Is now an Overseer on Rs.60/-. He has passed the first examination in Civil Engineering. He wants Railway, Finance and Accounts Department. | Finance. | Jain. |
| 5. | 88. | P.Rajamannar Naidu | 25. | B.A. Parts I & II. 2nd class. (Philosophy.) | Para 3(iii) (b) | Is now a clerk (temporary) on Rs.50/- in the General & Revenue Secretariat. He wants Revenue, Excise, or Railways Departments. | Railways. | Naidu. |
| 6. | 83. | K.V.Nanjappa | 23. | B.A. Parts I & II. Zoology and Botany. 2nd class. | Para 3(iii) (b) | Is studying for Law and wants Revenue Department as he has taken up Law and if this is not possible, any other department. | (Reserve.) | Devanga. |

Shivabhikar

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G.R.S. 28]

File No. G.A.G.
Serial No. 285

Diary No. of letter replied to

*Proceedings of the Government of His Highness the Maharaja of Mysore*

GENERAL AND REVENUE SECRETARIAT.
( )

, the 191 .

Date of issue 5th May 1919.

Signed by Mr. H.V. Ramanathan.

May this be

i printed?

ii treated as a standing order?

iii published in the Gazette English part?

iv translated?

v placed at the disposal of the Press?

vi published in the Gazette Kannada part?

READ—

G.O. No. 1334-1389/E.R.G. 285 dated the 11th Nov. 1918, Sanctioning the appointment of Sixteen Probationers to the Gazetted and Upper Subordinate Ranks of the Public Service for the year 1918-19 and Constituting a Committee for the Selection of Suitable Candidates.

ORDER THEREON.—No.

2. ~~Proposals~~ Report of the Committee ~~Recommending the appointment~~ ~~Regarding~~ on the selection

SUBJECT.

GPB—50,000—1-12-12

of the Candidates ~~Pro~~ ~~of Section Probationers~~ in pursuance of the above order.

order no 3433-42

After a careful Consideration of the proposals of the Committee, Govt. are pleased to ~~Select 12~~ appoint the twelve Candidates mentioned in the accompanying Statement ~~for appointment~~ as probationers in the Several departments ~~as~~ Specified therein. These will be on probation for a period of 2 years and their Confirmation will be Subject to the Conditions prescribed in paragraph 3 of G.O. no. G. 9060-9102/G.M. 401-16-1 dated the 2nd January 1917.

2. The Probationers will be Started on a pay of Rs. 75/- per mensem but ~~Case~~ Such of them ~~Selected Candidates~~ as are already in the State Service and are in receipt of a higher pay than Rs. 75 ~~that Specified above~~ will Continue to draw their present pay during the probationary

G.R.S. 27]

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

CD
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period

3. Govt. desire to convey their thanks to the Committee for ~~their~~ the care ~~and~~ they have exercised ~~labours in this respect~~ in making their selection & recommendation

CBB 29/4/09
Ch. Secretary to Govt.

Ans
25-4-09

To
The Comptroller thro' Br. Pl. Secy.
The Rev. Com. in Mysore
The Excise Com.
The L.G.E.
The Secy to Govt. for Railways
The Superintendent, Govt Printing
The Supt. Govt Gardens.
The Chairman & Members of the Committee.
Press table

Copies to the Secretariats Concerned.

G.R.S. 27]

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

Statement of Probationers selected for the year 1918-19

| No. | Name of the Candidate | Department |
|---|---|---|
| 1. | Mr. R. Ramachandra Rao Bhombore, B.A; | Revenue |
| 2. | " M. R. Seethapathy Chetty, L. Ag. | Gardens |
| 3 | " C. Rajagopala Rao, B.A; L.T. | Railways |
| 4 | " T. Venkatarangam, B.A; Lh.B. | Revenue |
| 5 | " N. Balakrishnayya, B.A, | Revenue |
| 6 | " K. Rangaswami Iyengar, B.A. | Railways |
| 7 | " H. P. Narayana Rao, B.A; (Hon) | Education |
| 8 | " K. Sripadacharya, B.A; | Education |
| 9 | " B. Perma Singh, B.A, LL.B. | Excise |
| 10 | " Abdul Khadar, B.A. | Finance |
| 11 | " T. C. Nagaswamaiah, B.A. | Finance |
| 12 | " B. Tirumalachar, B.A. (Hon) | Press. |

[illegible]